

Pannavich Sa-adoat 2010: Study of Human Resource Readiness for Knowledge Management in Construction Organization. Master of Engineering (Civil Engineering), Major Field: Civil Engineering, Department of Civil Engineering. Thesis Advisor: Mrs. Piyanut Wetvivorn, D.Eng. 175 pages.

The objectives of this research were to 1) produced factor of project knowledge management in human resource in construction organization; 2) find correlation and regroup of factor; 3) recommend the procedure for these organizations to practice and operate the knowledge management more efficiently. This research was divided into three phases. In phase, I reviewing publishing , books , journals and other literatures for produced factor of project knowledge management in human resource for questionnaire then collect a consensus opinion of a 10 experts too. In phase II , A questionnaire was used to collect data from 130 construction organization. Factor Analysis, Mean, Standard Deviation and Multiple Regression were employed as the statistical tools. In phase III, Recommend the procedure for these organizations for effective factor but organizations lack of practice and operate to knowledge management more efficiently .

The results revealed 5 standard factors and 3 indicate factors of construction organizations. The standard factor were mutual trust and recognition of staff header and executive, motivation for learning, distribution of information for mechanism of learning, training and development skill persons and policy and strategies encourage knowledge management practice. Indicate factors were manage the knowledge management efficiently, application technology for learning, utilization of lesson learn from the past project . Factors which are critical to the success of project knowledge management in Thai construction firms are policy and strategies support knowledge management, life long planning human resource management for recruitment good staff, improvement research department in organization structure, establish department to manage knowledge for monitoring and controlling and appraisal knowledge management to successfully.

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Thesis Advisor's signature